

Minutes
Committee on Equal Opportunities
Council on Postsecondary Education
October 29, 2008

The Committee on Equal Opportunities met October 29, 2008, at Gateway Community and Technical College, Boone Campus, Florence, Kentucky. Chair Phyllis Maclin presided.

Roll Call

Members present: Phyllis Maclin, Jerome Bowles, Chris Crumrine, Raoul Cunningham, John Johnson, Lisa F. Osborne, Wendell C. Thomas, Joseph Weis, and David Welch.

Members absent: Jesse Harris and Charles Whitehead.

Approval of Minutes

The minutes of the June 16, 2008, meeting were adopted as distributed.

Action: 2009 CEO
Meeting Calendar

RECOMMENDATION: The Council staff recommends that the CEO approve the 2009 meeting calendar: February 16, April 21, June 16, August (retreat), and October 13. Other meetings will be scheduled as needed.

MOTION: Mr. Bowles moved to adopt the meeting calendar. Mr. Weis seconded the motion. VOTE: The motion passed.

Status Report:
Implementation of
Somerset Community
College Campus Visit
Report Recommendations

Somerset Community College President Jo Marshall presented the status report on the implementation of CEO recommendations identified in the campus visit report.

Key points:

- Recommendation #1 -The college will expand the GMSCPP, present information at Chamber of Commerce meetings to encourage greater community support for diversity, develop a minority community advisory board, develop a marketing program to increase minority enrollment at the Laurel campus, and conduct additional diversity training.
- Recommendation #2 -Ongoing initiatives include expanded professional development opportunities focused on cultural competency, increased community events, increased effort to hire and retain African American faculty and staff, and public relations.
- Recommendation #3 -The senior staff and community leaders collaborate to identify additional African Americans to recommend to serve on the local board of directors. A list was given to the CEO at the October 29 meeting and the president

- requested CEO support to secure their appointment.
- Recommendation #4 -The director of diversity is a member of the administrative council, report to the provost, and is periodically invited to attend leadership team meetings to give updates on the progress of the college's diversity plan.
- Recommendation #5 -SCC has a number of ongoing activities to ensure quality of service, including an advising REVP team to regularly review policies and procedures, professional development workshops, and regular communication with advisors by academic departments.
- Recommendation #6 -The college regularly engages in initiatives to ensure service in the financial aid office remains at a high level of standards, for example, campus climate and student survey, KCTCS sponsored customer service training, A-133 Audits, and telephone call management system.
- Recommendation #7 -SCC hosts multiple events directed at the community and families who represent the African American community. Other meetings are planned with local ministers and other community leaders to determine topics of interest.

Following the presentation, the CEO and president engaged in a brief discussion and concluded with the president reminding the CEO that it would be most helpful if the committee would communicate with the governor regarding the need to appoint African Americans to the local board of directors. The committee agreed and directed staff to draft the communication for signature by the chair.

The full SCC report is available at the CPE offices.

Status Report:
Implementation of Murray
State University Campus
Visit Report
Recommendations

MSU President Randy Dunn and Ms. Sabrina Dial presented information regarding major actions taken by the institutions to address the recommendations identified in the campus visit report. The status report included information regarding the success of institutional actions and how success was evaluated.

Key points:

- Additional oversight and support is given to the emerging scholars program and the emerging scholars institute and the review of the status of students that participate in the program to ensure their success.
- The president included in the state of the university address a specific diversity imperative to stress the need for the entire institution to engage in actions to create a more inclusive environment for African Americans and other ethnic minorities. It will take a little time to see what impact the conversation will have on searches and other activities that are critical to diversity. However, along with the diversity imperative, the president is

continuing an existing measure that strongly encourages search committees to ensure that each interview pool includes racial diversity.

- The university is reviewing the opportunity to create a formal process to reward deans and chairs for their efforts toward student, staff, and faculty diversity.
- The university strongly supports the intent of the town and gown objective and strongly encourages the local Chamber of Commerce and local businesses to help find ways to strengthen the community's support of diversity which will benefit the university as it attempts to attract a diverse faculty, staff and student body to the Murray service area. Actions include initiatives with a primary intent of strengthening partnerships and relationships within the university community while fostering additional opportunities for diversity.

Following the presentation by President Dunn, the CEO asked for clarification of several actions identified by the university, including consideration of the absence of an African American on the board of regents for the first time in more than 15 years. The president noted the lack of representation and asked the CEO to support efforts to identify an African American for consideration by the Governor at the next opportunity to make appointments to the Murray board of regents. The committee agreed and directed staff to draft communication for the signature of the chair.

Status Report:
Implementation of West
Kentucky Community &
Technical College
Campus Visit Report
Recommendations

West Kentucky Community and Technical College President Barbara Veazey and Ms. Jipaum Ashew-Robinson

Key points:

- West Kentucky Community and Technical College has representation from the African American community on its local board and the Paducah Junior College Board.
- A database of potential minority board appointees has been developed. The names have been submitted to KCTCS for consideration as slots become available.
- The retention committee monitors the effectiveness of the retention system installed in 2007/08. Three entities have primary responsibility for providing retention services.
- The president conducted small group sessions with faculty and staff and through the appreciative inquiry process discovered that diversity is seen as a strength. A campus diversity committee was formed to help disseminate information and help develop a better working knowledge of diversity and international initiatives.
- A stronger focus on recruitment of minority students features an exhibit board specifically directed at African Americans and

Latinos, a direct effort to establish a transfer agreement with KSU, minority focused recruitment campaigns, and a new initiative for “on-site” registration recruitment tours.

- Visibility of the academic support services has been increased, a campus resources guide is provided to all faculty and staff, tutoring and academic support services are offered at both ends of the campus, and additional effort is given to ensuring students know what services are offered and where to find the services.
- Faculty and staff are provided more opportunity to participate in diversity training, a new diversity award will be given to faculty/staff/students exemplifying efforts to build diversity, and the director of diversity semi-annually will prepare a report for the president and senior leadership identifying minority activities and involvement.

Other information was presented by the president. After a short discussion for purposes of clarification; the CEO instructed staff to draft a letter in support of appointment of additional ethnic representation on the WKCTC boards. The full report is available in the CPE offices

Report: GMSCPP 2008
Annual Report

Dr. Rana Johnson reported that the report looks at indicators of participants’ success in the program as they prepare to transition from middle to high school. The 2007-08 evaluation revolves around the Council’s five questions that organize the Public Agenda for Postsecondary and Adult Education (2005-2010); the public agenda questions have been modified to reflect student participation in the program.

Participants of the 2007-08 GMSCPP include 1,209 middle and junior high school students: 959 students (79.3 percent) enrolled in the seven university programs while 250 students (20.7 percent) enrolled in the KCTCS programs. In comparison, 1,091 students participated in the 2006-07 programs: 862 at the university level and 229 at KCTCS. The number of participants has consistently increased over the past four years. In addition, several new programs have been created through KCTCS. Currently, 144 students are on waiting lists at five institutions (UofL, Elizabethtown CTC, Hopkinsville CC, Madisonville CC, and West KY CTC).

Overall, the GMSCPP has been invaluable in serving African American middle and junior high school students across the state. With increased institutional and state financial resources and other support, more students may become beneficiaries of the statewide program, and Kentucky may see an increase in the number of bachelor’s degrees awarded to African Americans and other ethnic minority groups.

Status: CPE Report and
The Partnership
Agreement

Statewide Diversity Study Report: Dr. Gary Orfield, principal investigator for the Civil Rights Project, presented the statewide diversity study (analysis, conclusions, and recommendations) to the Council at its September 28 meeting. The Council accepted the report and remanded it over to the CEO for further review and consultation with institutional representatives.

The CEO is asked, in consultation with the universities and KCTCS, to develop an approach for a statewide diversity plan to be considered by the Council in January 2009. A copy of the report has been provided to the CEO members.

Partnership with OCR: July 2008, the U. S. Department of Education, Office for Civil Rights, requested that the CPE provide updated information regarding specific commitments of the *Partnership Agreement*. All requested information was forwarded to the OCR by close of business August 30, 2008.

Special Report by WKU on Campus Event: Mr. Howard Bailey, vice president for student services reported to the committee on a highly publicized student incident on the WKU campus. Mr. Bailey reported that the university implemented the specific and various plans intended to ensure student, faculty, staff and public safety in situations such as that experienced by WKU. There were a few situations in which students were not responsive to law enforcement, but those were quickly dealt with. Disciplinary actions fall under Mr. Bailey's department. The primary students involved were African Americans.

Special Report by UK: Mr. Terry Allen reported that the University of Kentucky experienced what may be considered a racial incident on its campus the morning of Wednesday, October 29; the hanging of an effigy of presidential candidate Barak H. Obama. President Todd issued a strong statement condemning the act. The incident was being investigated by local and university law enforcement, federal officials were notified.

The committee a) expressed concern about the image this action would give Kentucky b) commended President Lee Todd for quick and decisive act of condemning the action, and c) noted that such action should not be tolerated by the university and there should be follow through. The committee further agreed that President Todd should be informed of the CEO members reaction.

MOTION: Mr. Welch moved to commend President Todd's action. Mr. Weis seconded the motion. VOTE: The motion passed.

Information: Fall 2008
Estimated First-time
Freshmen Enrollment

Mr. Jackson stated that overall the public postsecondary system experienced a -1.0 percent decrease with a 3.5 percent increase in African American first-time freshman enrollment. Public four-year institutions overall experienced an increase in the number of first-time freshmen in fall 2008 over fall 2007. Four institutions (EKU, MoSU, MuSU, and U of L) experienced a slight decrease in first-time freshmen in fall 2008 compared to fall 2007. Among the universities, EKU, KSU, MoSU, and MuSU experienced a decrease in the enrollment of African Americans.

The analysis shows a general decline in enrollment of African Americans as first-time freshmen and is reflective of the general enrollment pattern of other students.

Kentucky State University had the greatest increase in enrollment (13.8 percent) while first-time African American enrollment decreased -0.2 percent.

Northern Kentucky University first-time freshman enrollment increased by 8.1 percent with a first-time African American enrollment increase of 24.3 percent –the second highest among the universities.

University of Kentucky first-time freshman enrollment decreased by 7.4 percent, with a first-time African American enrollment increase of 57.7 percent, the highest increase among the universities.

Western Kentucky University: first-time freshman enrollment decreased by 5.7 percent with a first-time African American enrollment increase of 18.5 percent, the third highest increase among the universities.

For the system, first-time freshman enrollment increased by 2.6 percent, first-time African American enrollment increased by 10.5 percent, and first-time Hispanic enrollment increased by 41.6 percent.

The actual progress of ethnic minorities in fall 2008 will not be available until December when final enrollments are confirmed.

Information: Southern
Regional Education Board
Doctoral Scholars
Program

Dr. Johnson reported that the Council on Postsecondary Education, the University of Kentucky, and the University of Louisville jointly implement the program. As of January 2008, of the over 396 graduates, 79 percent are employed in education, 97 percent are in higher education, and 71 percent are working in SREB states. There are 16 graduates employed by Kentucky institutions.

Status of Kentucky Scholars:

- The program has served 85 scholars as of October 2008,

produced 38 graduates, and has 47 students currently matriculating.

- There are 77 African Americans, two Hispanic Americans, four American Indian/Alaskan natives, and one scholar identified as other. There are 54 females and 31 males served by the program.
- Fields of study are science and technology (20 percent), social and behavioral sciences (30 percent), health professions (2 percent), business and management (4 percent), mathematics (4 percent), engineering (6 percent), education (4 percent), and humanities (30 percent).
- The University of Kentucky has served 49 scholars, the University of Louisville 28 scholars, and one scholar has been served by a non-Kentucky institution. In fall 2008 an additional seven scholars are enrolled: University of Kentucky (two scholars) and the UofL (five scholars).
- Time to degree from program entrance averaged 1.8 years for scholars entering the program to complete the dissertation and 3.3 years for doctoral scholars (students having to complete the entire Ph.D. program including the dissertation).
- Of the 38 graduates, 35 are currently employed with 81 percent in education (all in postsecondary education).
- Kentucky postsecondary education employs 16 SREB graduates.

Information: Waivers for New Degree Programs Granted in Calendar Year 2008

Mr. Jackson introduced this item and stated that in 2008 no institution implemented any new academic programs under the waiver provisions of KRS 164.020(19).

Comments by Institutional Representatives

The institutional representatives were offered an opportunity to provide status reports regarding access and equal opportunity on their campuses or to make other comments before the committee. Institutional representatives are:

Ms. Sandra Moore, Eastern Kentucky University
Dr. Kimberly Holmes, Kentucky State University
Ms. Sabrina Dial, Murray State University
Dr. Willie Elliot, Northern Kentucky University
Dr. Gwen Joseph, Kentucky Community and Technical College System
Mr. Terry Allen, University of Kentucky
Dr. Mordean Taylor-Archer, University of Louisville
Dr. Richard Miller, Western Kentucky University

Information: Recognitions and Resolutions

The CEO a resolution recognizing Ms. Francene Botts-Butler for her contributions to the equal opportunity planning process. Ms. Butler

has taken other duties at Morehead State University and will no longer serve as Morehead's institutional representative.

Mr. Ryan F. Quarles, student member of the Committee on Equal Opportunities, rotated off the Council on Postsecondary Education June 30, 2008. This also ended Mr. Quarles' appointment to the CEO. Mr. Quarles is now a graduate student at Harvard University. The Committee approved a resolution recognizing his service as a CEO member.

Information: General
Information and News
Articles

Articles and reports about access and equal opportunity of general interest to the committee and its work were provided for information.

Adjournment

The meeting adjourned at 12:45 p.m.